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MINUTES
REGULAR MEETING
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
NOVEMBER 30, 1984
BOUILLON HALL - ROOM 143
2:00 p.m.

The regular meeting of the Board of Trustees was called to order by Chairman Robert A. Case II at 2:06 p.m., November 30, 1984 in the Board of Trustees' room, Room 143, Bouillon Hall, on the campus of Central Washington University, Ellensburg, Washington.

ROLL CALL

Present

Mr. Robert A. Case II, Chairman
Dr. Harold Tracy, Vice-Chairman
Mr. Rueben A. Flores
Mrs. Susan E. Gould
Mr. James S. Hogan

Others

Dr. Donald L. Garrity, President
Dr. Donald E. Guy, Dean of Students
Dr. Edward J. Harrington, Vice President
for Academic Affairs
Mr. Courtney S. Jones, Vice President for
Business and Financial Affairs
Ms. Teresa C. Kulik, Assistant Attorney General

APPROVAL OF MINUTES

The minutes of the regular meeting of the Board of Trustees held September 14, 1984 were approved.

REPORTS

President's report

President Garrity reported that the final Fall enrollment figure is 6,543 FTE. This is over the 6,000 figure that was in the budget for this year. The actual number of new students is in the category of transfers and is estimated to be 170 while we had 54 fewer freshmen. The administration is monitoring the situation closely and anticipates attaining the 6,000 figure on the annual average. The estimated Fall to Winter to Spring attrition rate is 7%. An analysis will be completed during Winter quarter and if unimproved, further action will be taken in the spring.

The President told the Board of the honor accorded Ronald J. Boles, Professor of Science Education and Biology and Director, Science Education Program. Professor Boles has been named the outstanding science educator of the year by the Washington Science Teachers Association, recognition which Dr. Garrity said is well-deserved and appreciated.

The performance by the CWU marching band in the Kingdome in Seattle at half-time in a recent Seahawks game was viewed by the largest crowd ever assembled there, including President Garrity who shared his pride in the group, the director, and the program it represents.

Another highlight of student activities was reported. The football team has secured a berth in the NAIA playoffs and will be playing in Ada, Oklahoma on December 1. It was the President's opinion that the team would represent Central well and with class.

Faculty Senate Chair Report

Faculty Senate Chair, Philip Backlund, told the Board that in the past three to four months the primary issue discussed in the Senate has to do with salaries. He said that the faculty as a whole is in agreement with the concept of merit. There is, however, widespread disagreement as to merit vs. market.

While it is realized that we do have to pay more for faculty in certain areas, there is still the aspect of equal pay for equal work, and the problem of professional growth and what happens to those who have reached the top of their range.

Professor Backlund expressed the feeling of unrest within the faculty over the whole salary issue and said the Senate certainly supports the 20% salary proposal previously discussed by the Board. He stated that salaries represent the single, most focal issue among the faculty.

Dr. Backlund reported that CWU faculty members are interested in doing what they can this year in joining with other faculties to present a unified voice in Olympia.

In response to questions from Board members, Chairman Backlund said with reference to the salary proposals to be presented to the Board by the administration at this meeting, the Senate concurs with the recommendations but only passed a motion to support the element which would bring the Library and Counseling faculty to parity with the teaching faculty.

Status of Reserves and Budget Changes

Vice President Courtney Jones pointed out that the most significant item on the report concerned the purchase of a third VAX.

President Garrity explained the student information system software which will improve record keeping and Central's data base for students. Implementation of the system will have a definite impact on the staff involved for they will have to carry on their regular work while they bring the new software to productivity.

Report on Capital Projects under \$100,000

The Board reviewed the report and Chairman Case asked for elaboration on the item concerning Bookstore Remodel.

William Ross, Director, Facilities Planning and Construction, explained that this proposal is for a set of drawings to be done to revise the floor plan of the Store, possibly adding 300 to 400 square feet, to provide better service to clients by achieving a more efficient layout for the departments.

Vice President for Academic Affairs

Vice President Harrington reported on activities in the Tri-Cities. Based on the decision of the Council of Presidents, we are moving into an integrated university center in the Tri-Cities, along with Eastern Washington University, the University of Washington and Washington State University. He reviewed the anticipated administration of the center and said that the aim is to offer more programs and greater opportunities for both undergraduate and graduate work for the citizens in the Tri-Cities.

Responding to Chairman Case's question regarding possible impact of the center on our FTE number, Dr. Harrington answered that those FTE's would not be charged against our base.

City Initiative Regarding Fire Department Funding

Vice President Courtney Jones reviewed the information sent to the Board relating to the request for increased funding for the City Fire Department for services to the university. Chairman Case said that Mayor Larry Nickel had requested that the City have a chance to speak at this meeting and he was honored to welcome the Mayor and other members of the City administration (including Council members Janiece Cook, Randolph Christopherson and Russ Stubbles, and City Manager Doug Williams).

Historical data on the subject was shared with the assembly and discussion relating to state and city budgetary concerns was heard.

MOTION NO. 5835: Dr. Tracy moved that the Board's position be as follows: We are concerned about a good level of fire protection in the City of Ellensburg. We recognize the City is telling us it is very difficult to maintain fire protection services given their ability to generate revenues. Since CWU is not in any way able to evaluate this, the university will cooperate with the city first to obtain an evaluation of the magnitude of increment which should come from the state to maintain adequate fire protection. Then the university officials will cooperate with the city in seeking budget action in the legislature which would provide an unspecified increment of funding through the appropriate budget vehicle other than the university budget. Central's role will be one of assisting the city in any way we can. Mr. Flores seconded the motion which carried.

RECESS

A recess was declared at 3:40 p.m.

RECONVENED

The meeting was reconvened at 3:50 p.m.

Administrative, Civil Service Exempt Resignation

Donald E. Guy, Dean of Students, reported that Mike McLeod, Director of Recreation and Intramurals, has resigned effective September 16, 1984.

Administrative, Civil Service Exempt Short Term Disability Leave

Dr. Guy reported that the short term disability leave for Myrtle Snyder, Advisor in the Educational Opportunities Program has been extended through Winter Quarter, 1985 (previously granted for Fall Quarter, 1984).

Administrative, Civil Service Exempt Appointments

The following Administrative, Civil Service Exempt appointments were reported:

Richard Corona, Director of Business Services and Contracts, effective January 2, 1985

Kay Bills, Physician Assistant in the Student Health Center, effective September 19, 1984 through August 23, 1985

Martin Yanez, Academic Advisor/Community Liaison Coordinator in the College Assistance Migrant Program (CAMP) from 10/22/84 through 8/31/85 (funded through a Research Grant)

Thomas Eckert, Advisor in the Educational Opportunities Program Winter Quarter, 1985, only, as a replacement for Myrtle Snyder

Jerry Findley, Assistant Director of Recreation, appointed as Acting Director of Recreation effective September 17, 1984 through December 31, 1984 (while a search for a permanent director is made)

Faculty Resignations

The following resignations of faculty were reported:

Minerva L. Caples as Director of the Bilingual Education Teacher Training Program effective September 23, 1984

Timothy P. Strong, Assistant Professor of Music, effective at the end of fall quarter, 1984

Change of Assignment

The following changes in assignment were reported:

James M. Alexander, Professor of Anthropology, appointed half-time as Coordinator of the Normandy Park Center with other half of assignment to be determined by Dean and Chairperson, effective September 15, 1984 through June 15, 1985

Ronald Caples-Osorio, Assistant Professor of Education, appointed Project Director for the Bilingual Education Teacher Training Grant at one-fourth time from September 24, 1984, through December 31, 1984 (one-fourth of salary to be paid from grant)

Gary C. Frederick, Professor of Physical Education, appointed Athletic Director, Assistant Football Coach, and Womens' Head Basketball Coach effective September 1, 1984 through August 31, 1985

James G. Green, Professor of Psychology, appointed half-time as Coordinator of the Fort Steilacoom Center with other half of assignment to be determined by Dean and Chairperson, effective September 15, 1984 through June 15, 1985

Appointments--Temporary and Part-time

The following temporary and part-time appointments were reported:

JoAnne Alumbaugh, Instructor of Law and Justice, part-time assignment effective fall quarter, 1984, only

Adrian L. Beamer, Emeritus Professor of Physical Education, appointed Assistant Football Coach, part-time from August 20, 1984 through November 17, 1984, only

Arthur G. Bowman, Acting Professor of Business Administration, part-time appointment effective fall quarter, 1984, only

Carol A. Carrothers, Special Education Instructional Media Specialist, appointment effective for the 1984-85 academic year only

James E. Christie, Acting Professor of Business Administration, part-time assignment effective fall quarter, 1984, only

Minerva L. Caples, Director of Bilingual Intercultural Education Graduate Studies Grant, effective September 24, 1984, through August 31, 1985, temporary position funded by grant

Kathy C. Ellingson, Instructor of Physical Education, part-time position effective fall quarter, 1984, only

N. Ross Gordon, Instructor of Technology, part-time appointment effective fall quarter, 1984, only

Walter L. Haberman, Instructor of Electronics, part-time appointment fall quarter, 1984, only

Michael L. Kennedy, Laboratory Instructor, part-time appointment effective fall quarter, 1984, only

Audrey L. Manning, Instructor of Mathematics, part-time appointment effective fall quarter, 1984, only

James J. McGiffin, Adjunct University Professor of Business Administration, part-time appointment effective fall quarter, 1984, only

Allen R. McMillan, Instructor of Law and Justice, part-time appointment effective for the 1984-85 academic year only

Colleen Mileham, Assistant Professor of Home Economics Education, appointment effective for the 1984-85 academic year only

Beverly J. Ormbrek, Instructor of Dance, part-time appointment effective for fall quarter, 1984, only

John E. Powell, Instructor of Geology, part-time appointment for fall quarter, 1984, only

Margaret Ratcliff, Instructor in Paramedic Program, part-time appointment effective fall quarter, 1984, only

Jane Rominger, Instructor of Physical Education, part-time appointment effective fall quarter, 1984, only

Steven C. Rosbach, Instructor of Electronics, part-time appointment effective fall quarter, 1984, only

Pamela Thomas, Instructor of Dance, part-time appointment effective fall quarter, 1984, only

Susan L. Newton, Instructor of Health Education, part-time appointment effective fall quarter, 1984, only

Change Department Name

Department of Anthropology and Museum of Man

President Garrity reported that as requested by the department, and with the endorsement of the Dean, College of Letters, Arts and Sciences and the Vice President for Academic Affairs, the name of the Department of Anthropology and Museum of Man is changed to Department of Anthropology. The Bulletin will reflect the existence of the Museum through the use of a subtitle.

Chairman Case said that the Board had visited the department and the museum just prior to the meeting and they were extremely impressed.

Department of Technology and Industrial Education

The President reported that he had honored the request for a departmental name change for the Department of Technology and Industrial Education to Department of Industrial and Engineering Technology with the endorsement of the Dean, School of Professional Studies and the Vice President for Academic Affairs, effective immediately.

Mexico Program Report

Following up on the status of the Mexico program previously reported, Dr. Dieter Romboy, Director of International Programs, reported that on the recommendation of Central's Spanish language faculty, Central Washington University's association with CECEMMAC is discontinued, at least for the remainder of academic year 1984-1985. Alternate study possibilities in a Spanish-speaking country will be made available to CWU students, or they may still participate in the Mexico program through Western Washington University.

Transfer of two programs

President Garrity reported the transfer of responsibility for two programs as follows:

Bilingual Intercultural program to the School of Professional Studies

Women Studies to the College of Letters, Arts and Sciences

COMMUNICATIONS

Chairman Case acknowledged the following communications:

Letter of September 12, 1984 from Betty Mage, Chair, Council for Postsecondary Education, and letter of September 18, 1984 from Colonel John R. Morrison.

OLD BUSINESS

No old business was pending for consideration by the Board.

NEW BUSINESS

Proposed revisions in the Distinguished Civil Servant and Distinguished Administrator Policy

President Garrity explained that the proposed changes would conform this policy with the faculty policy for eligible retirees.

MOTION NO. 5836: The motion by Mr. Hogan for approval of the proposed revisions to the Distinguished Service Recognition policy for Civil Service and Exempt Employees presented by the administration, was seconded by Mrs. Gould and passed. (Copy of the policy is on file in the President's office.)

Distinguished Administrator recognition

Vice President Courtney S. Jones related to the Board events transpiring over the 18 years' service of Mr. U. A. Eberhart first as Director of Facilities Planning and later as Director, Business Services and Contracts. Several major building and mall projects were accomplished prior to 1972 under his direction including the Language and Literature, Art and Home Economics, Technology and Psychology buildings and the Student and Brooklane Village complexes. His contract writing expertise was lauded as was his ability to interpret and execute legal requirements with the least disruption to the business of the university.

MOTION NO. 5837: Mr. Flores moved, seconded by Mr. Hogan, that Urban A. Eberhart's request for retirement be approved effective September 30, 1984 and that he be granted the title of Distinguished Administrator. Motion carried.

Distinguished Civil Service recognition

Mr. Courtney Jones told the Board that Glenn Pennell, Manager of Food Services, retired from Central effective October 31, 1984. Throughout his years on campus, Mr. Pennell implemented many new programs and services for our students and had been instrumental in the development of the Conference Program. In appreciation of his dedicated service to the University, it was recommended that he be granted Distinguished Civil Service recognition.

MOTION NO. 5838: Dr. Tracy's motion that Distinguished Civil Service status be awarded to Glenn Pennell, Manager of Food Services effective upon his retirement October 31, 1984 was seconded by Mr. Flores and passed.

Transfer of Retirement Credits from TIAA/CREF to WSTRS

MOTION NO. 5839: Mrs. Gould moved that the university approve the request of A. E. Adams, D. R. Albertson, D. J. Claypool, M. M. Fields, W. S. Heins, R. C. Hostetter, J. M. McLean, S. A. Severn, M. D. Straatman, and D. H. Tozer to transfer membership in the CWU Retirement System to the Washington State Teachers' Retirement System (WSTRS); provided that the WSTRS permit the return to active membership and the restoration of service credit in that system; that the Teachers' Insurance and Annuity Association and College Retirement Equity Fund (TIAA/CREF) cancel and rescind the annuity contract(s) issued under the CWU Retirement System and release the accrued retirement funds; and that the individual requesting the transfer

relinquish any right to any of the refund of the amounts in the contract(s) attributable to employer contributions (which includes any earnings related thereto) and to all claims to retirement benefits under the CWU Retirement System, and that he execute a release of liability in the Release and Agreement form available in the Personnel and Benefits office; further, that the Vice President for Business & Financial Affairs be authorized to execute, for and on behalf of the university, each individual's "Request for Cancellation, Rescission, and Release" to TIAA/CREF (form available in the Personnel and Benefits office). Motion seconded by Mr. Hogan and passed.

Proposed revision to the CWU Policy on Accrual and Usage of Annual Leave with Pay for Vacations and Personal Business, applicable to Civil Service exempt employees

This proposal was presented to the Board as a result of the revisions in RCW 43.01.040 to keep CWU's policy in conformance.

MOTION NO. 5840: Dr. Tracy moved, seconded by Mr. Hogan, that the Central Washington University Policy on Accrual and Usage of Annual Leave with Pay for Vacations and Personal Business, Applicable to Exempt Employees, adopted by the Board of Trustees (December 12, 1975, be revised in conformance with RCW 43.04.040 and RCW 43.01.044 (6). (Copy of the policy on file in the President's office.) Motion carried.

Delegation of authority to the V. P. for Business and Financial Affairs

MOTION NO. 5841: Mrs. Gould moved, seconded by Mr. Flores, to delegate to the V.P. for Business and Financial Affairs or his designee, authority to award the construction contract for re-roofing Wilson Hall and portions of Sue Lombard and the Samuelson Union Building to the low bidder if within available funding. Motion carried.

Courson/Muzzall HVAC Mods - Phase II

MOTION NO. 5842: Dr. Tracy moved, seconded by Mrs. Gould, that the Courson/Muzzall HVAC Mods - Phase II as designed by M. D. Fabre & Associates, Tacoma, WA and constructed by Fairway Mechanical Contractors, Bremerton, WA be accepted as complete. Motion carried.

Radiator Valve Study and Installation of Thermal Insulation at Brooklane Village, Complex A, B and C

MOTION NO. 5843: Mr. Flores moved, seconded by Mrs. Gould, to accept as complete the Radiator Valve Study for Auxiliary Services as performed by Thompson, Miller & Lyons/Engineers, Seattle, WA for the amount of \$500.00 and the installation of thermal insulation at Brooklane Village by the City of Ellensburg, Complex A, B, and C for the amount of \$2,591.07 including Washington State Sales Tax. Motion carried.

Revised Constitution of the Associated Students of Central Washington University

Donald E. Guy, Dean of Students, pointed out the proposed changes to the Constitution of the Associated Students of Central Washington University and introduced Jeff Morris of the ASC who was present to answer any questions from the Board. It was explained that the major change was to have two, rather than one, Vice-Presidents -- an Executive Vice-President and a Vice-President of Budget and Finance.

MOTION NO. 5844: Mrs. Gould moved, seconded by Mr. Hogan, that the Board approve the right of the Associated Students of Central Washington University to make the revisions outlined to its Constitution. Motion carried with the Chairman's congratulations to the ASC. (Copy of the document is on file in the President's office.)

Trustee Flores called attention to the luncheon enjoyed by the Board with the ASC prior to the meeting and expressed his opinion that it was a very worthwhile effort, one he hoped to repeat in the future.

Approval to offer two new degrees

Vice President Harrington briefed the Board on the history of the development of the two new B.S. degrees -- Computer Science and Computer Information Systems and reported that the Council for Postsecondary Education had approved the degrees with the recommendation that Central's Board implement them.

MOTION NO. 5845: Dr. Tracy's motion that Central Washington University implement the Bachelor of Science degree in Computer Science and the Bachelor of Science degree in Computer Information Systems was seconded by Mr. Hogan and passed.

President Garrity told the Board that implementation of the two new computer degrees qualifies that area for designation as a department rather than a program. Therefore, the former Computer Science Program title is officially changed to the Department of Computer Science under the leadership of Dr. Bernie Martin.

Chairman Case said that when he first joined the Board, President Garrity told him one of his commitments was to bring CWU into the computer age. He congratulated the President on this achievement.

Change in Faculty Code requested

President Garrity reviewed the proposed change in the Faculty Code, Sections 13.10 E and 13.20 H, FORMAL AND INFORMAL HEARINGS, with the Board.

MOTION NO. 5846: Mr. Hogan moved approval of the following wording in Sections 13.10 E and 13.20 H of the Faculty Code, FORMAL AND INFORMAL HEARINGS:

Members of the Faculty Grievance Committee shall remove themselves from the case if they deem themselves biased or have a personal interest in its outcome. Faculty Grievance Committee members of the same department as the grievant or grievants shall not serve at the hearing. Within ten (10) working days after the filing of a petition, each party shall have the privilege of one challenge of the grievance committee's membership without stated cause and unlimited challenges for stated bias or interest. A majority of the grievance committee membership must be satisfied that the challenged member cannot hear the issue impartially before the member is disqualified.

Dr. Tracy seconded and the motion carried.

EXECUTIVE SESSION

Chairman Case called for an executive session, with counsel, to consider personnel items at 4:15 p.m.

RECONVENED

The Board reconvened in open meeting at 5:22 p.m.

Faculty Appointments

MOTION NO. 5847: Mr. Flores moved for approval of the following Faculty appointments:

Dennis M. Dennis, Assistant Professor of Psychology, appointment effective January 6, 1985

Badiul A. Majumdar, Associate Professor of Business Administration, appointment effective September 16, 1984

Dr. Tracy seconded and the motion carried.

Faculty Professional Leaves (subject to all provisions listed in the Faculty Code or in the "Professional Leave Bill" of 1977); all leaves requested for the 1985-86 academic year

MOTION NO. 5848: On motion by Mr. Hogan, seconded by Dr. Tracy, the following faculty professional leaves for the 1985-86 academic year were approved, subject to all provisions listed in the FACULTY CODE or in the "Professional Leave Bill" of 1977:

Robert D. Bentley, Professor of Geology

Ann A. Donovan, Associate Professor of Librarianship

Michael J. Arcidiacano, Professor of Mathematics

Dale E. Otto, Professor of Education

Raeburne S. Heimbeck, Professor of Philosophy

Peter Gries, Associate Professor of Music

Thomas H. Thelen, Professor of Biology

Robert B. Bennett, Professor of Physics

Charles W. Vlcek, Professor of Instructional Media

Charles H. Hawkins, Professor of Sociology

James E. Brooks, Professor of Geography

Linda M. Klug, Professor of Anthropology

Administrative, Civil Service Exempt Professional Leave (subject to all provisions listed in Exempt Employees' Code of Personnel Policy and Procedure)

MOTION NO. 5849: The motion by Mrs. Gould to approve the following Administrative, Civil Service Exempt Professional leaves (subject to all provisions listed in the Exempt Employees' Code of Personnel Policy and Procedure) was seconded by Mr. Hogan and passed.

Ronald M. Frye, Professor of Technology & Industrial Education, Assistant Dean and Director of Certification of School of Professional Studies, effective September 15, 1985, through June 30, 1986

V. Gerald Reed, Director of Cooperative Education and Internships, effective January 1, 1986, through August 31, 1986

Faculty Reappointments

The following faculty reappointments were presented by the administration for consideration by the Board:

First Probationary Year to Second Probationary Year (the original appointment of the following three librarians was January/February, 1984)

Patrick L. McLaughlin, Assistant Professor of Librarianship
Patrick A. Owens, Assistant Professor of Librarianship
Susanne P. Villar, Assistant Professor of Librarianship

Second Probationary Year to Third Probationary Year

James P. Beaghan, Assistant Professor of Business Administration
Herbert E. Borbe, Assistant Professor of Economics
Ronald W. Caples-Osorio, Assistant Professor of Education
Edward E. Dixon, Assistant Professor of Music
James L. Eubanks, Assistant Professor of Psychology

Stanley Jacobs, Associate Professor of Business Administration
Raymond D. Krumrey, Assistant Professor of Technology & Ind.

Education

Kelton W. Knight, Assistant Professor of French
Ralph A. Nilson, Assistant Professor of Leisure Services
Pamela A. Reagor, Assistant Professor of Psychology
Keith W. Richardson, Assistant Professor of Accounting
David N. Shorr, Assistant Professor of Early Childhood
S. Harold Smith, Associate Professor of Leisure Service
Ronald A. Snowden, Assistant Professor of Technology & Industrial
Education

Denis W. Thomas, Assistant Professor of English
Rex S. Wirth, Assistant Professor of Political Science
Randolph J. Wischmeier, Assistant Professor of Drama
Norman H. Wolford, Assistant Professor of Technology & Industrial
Education

Third Probationary Year to Fourth Probationary Year

Larry P. Bundy, Associate Professor of Business Administration
Judith E. Burns, Assistant Professor of Music
Tim L. Yoxtheimer, Assistant Professor of Technology & Ind.
Education

Fourth Probationary Year to Fifth Probationary Year

Karen D. (Martinis) Adamson, Assistant Professor of Accounting
Larry D. Gookin, Assistant Professor of Music
J. Byron Norton, Assistant Professor of Accounting (final year)
Mary Jean Potter, Associate Professor of Education
William C. Vance, Assistant Professor of Leisure Services

Fifth Probationary Year to Sixth Probationary Year

Harvey Bleecher, Associate Professor of Education (final year)
David L. Gee, Assistant Professor of Foods and Nutrition
James R. Hinthorne, Associate Professor of Geology
Patsy L. (Whitmer) Hollingbery, Asst. Professor of Foods &
Nutrition
Willa Dene Powell, Assistant Professor of Home Economics Education
Timothy W. Young, Assistant Professor of Education
Larry W. Wald, Assistant Professor of Education

Sixth Probationary Year to Seventh Probationary Year (tenure to
be decided during spring quarter, 1985)

Elizabeth M. Nesselroad, Assistant Professor of Psychology
James C. Peterson, Assistant Professor of Ethnic Studies
Donna Jo Vandagriff, Assistant Professor of Education

MOTION NO. 5850: Mrs. Gould moved to delegate authority to the President to make the proposed reappointments as a portion of the academic information needed for review was not available at meeting time. Seconded by Mr. Hogan and passed.

(Subsequently the information was examined and the president confirmed the reappointment list as presented for the 1985-86 academic year with no assurance of tenure.)

Faculty Professional Growth and Merit and January 1, 1985 Faculty Salary Scale

President Garrity presented the list of faculty recommended for professional growth and merit increases and for market adjustments. The President explained that though the figure of 6.7% is used as the total amount of increase, only 78% of the appropriation had been funded. The balance is to be included in the supplemental budget request. As a result, letters to eligible faculty and exempt persons regarding salary increases will include the qualifier that continuation of the increase will be subject to legislative action to provide the necessary supplemental appropriation to bring it to full funding.

Regarding the January 1, 1985 Faculty Salary Scale, the President said that the first order of business undertaken by the administration was to seek a recommendation from the Senate regarding the salary schedule as it applied to non-teaching faculty (Counseling and Library). The Senate recommendation, which is supported by the administration, was to bring those faculty members to parity with the teaching faculty. The balance allows a general scale adjustment of 3.4%.

The following motions were made, subject to adoption of a supplemental budget which will provide full funding for salary increases:

MOTION NO. 5851: Dr. Tracy moved, seconded by Mr. Hogan, to approve the recommendation for parity and salary scale increases and the January 1, 1985 Faculty Salary Schedule presented by the administration. Motion carried.

MOTION NO. 5852: Mr. Flores moved, seconded by Mrs. Gould, for approval of the merit and market increases for faculty proposed by the administration. Motion carried.

MOTION NO. 5853: Mr. Hogan moved, seconded by Dr. Tracy, that consistent with past practice, administrators holding faculty rank who are awarded administrative merit be credited with a one-step merit adjustment on their faculty salary step. Motion carried.

MOTION NO. 5854: Mr. Hogan moved, seconded by Mr. Flores, that effective January 1, 1985, graduate assistants receive a regular salary increase of 3.6%. Motion carried.

Administrative Exempt Merit

MOTION NO. 5855: Mr. Hogan moved, seconded by Mr. Flores, that the Administrative, Civil Service Exempt merit recommendations and salaries recommended by the administration be approved and implemented effective January 1, 1985, subject to the adoption of the supplemental budget to provide full funding. Motion carried.

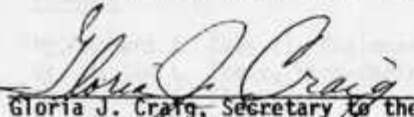
NEXT MEETING

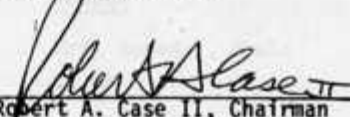
Chairman Case called for a Board retreat January 24 and the morning of January 25, 1985.

The next regular meeting is scheduled for 2 p.m. on January 25, 1985 in Room 143 of Bouillon Hall.

ADJOURNMENT

The meeting was declared adjourned at 5:42 p.m.


Gloria J. Craig, Secretary to the
Board of Trustees
Central Washington University


Robert A. Case II, Chairman
Board of Trustees
Central Washington University